

LEADERSHIP DEVELOPMENT

Developing leadership and elevating the workplace culture often become the biggest challenges in organizations. “If your actions inspire others to dream more, learn more, do more and become more, you are a leader,” John Quincy Adams said.

DEVELOPMENT AND COACHING

We use different methodologies to meet the diverse requirements of our clients. We explore the ‘diagnostics’ associated with a particular organization with interviews and online surveys. Apextech also utilizes industry standard assessments to work with individual leaders. Each instrument allows Apextech and our clients to fully understand the approach in achieving objectives. Objectives vary from organization to organization and from individual to individual; therefore, we tailor our approach to your desired goals.

WHY APEXTECH

Our staff consists of tenured professionals from private and federal industries who bring a profound business acumen among the skill sets associated with leadership development. Our staff also consists of members who are recognized and credentialed by the International Coaching Federation (ICF). Our skills, experience and formal education enable us to help you achieve your objectives.

ASSESSMENT TOOLS

Learn more about each of these services on the next page:

- **Likert’s Profile of Organizational Characteristics**
- **Patrick Lencioni’s Team Dysfunction Assessment**
- **Time Management Matrix**
- **Fever Thermometer**
- **KEYS Instrument**
- **Leadership Assessment**

CAN WE HELP YOUR ORGANIZATION?

Answer true or false to the following statements:

The individuals in our organization are willing to accept accountability in execution of our mission.

Our leadership provides an encouraging work environment.

We perform work by getting essential buy-in at critical levels.

We have sufficient resources to perform our mission.

If you answered “false” to one or more of these these statements, Apextech can help. We’ll explore the engagement of the leadership and staff in developmental objectives and bridge the existing gaps, often through the use of proven techniques and instruments as well as individual and group coaching exercises.

CONTACT



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LEADERSHIP SERVICES

We tailor our leadership development and coaching services to your organization's needs. Here are some of the services we offer:

LIKERT'S PROFILE OF ORGANIZATIONAL CHARACTERISTICS

This 18-question survey reveals where creativity resides, quality and type of communication, teamwork focus, employee/staff engagement in decisions related to their work, decision making, covert resistance to goal achievement, employee motivation and attitudes, teamwork, goal setting and output.

PATRICK LENCIONI'S TEAM DYSFUNCTION ASSESSMENT

Lencioni's book, *The Five Dysfunctions of Teams*, makes the case that successful organizations can master the following pre-potent traits: trust, conflict, commitment, accountability and results. A 38-question survey reveals current and optimal states for each dysfunctional barrier point. Quantifiable results offer departure points for improvement discussions. Our services include two additional workshop question-problem-based exercises can be used to analyze interpersonal processes (active listening, clarifying, supporting, differing, sharing information, etc.) and the group decision-making process for that particular cohort. These invite the group to learn what is important about improving consensus decision-making as a unit. These workshops could support a Likert survey or a team dysfunction analysis to measure intervention or process improvement and effectiveness.

TIME MANAGEMENT MATRIX

Organizations that spend too much time doing work that doesn't support the mission can find themselves playing Whac-A-Mole with the important and urgent tasks. This assessment uses a survey and scatter diagram to show the amount of time various segments of the organization spend on urgent, not urgent, important and unimportant activities. The goal is to shift the entire workforce from time dedicated to unimportant, non-urgent activities, towards activities that support your organization's mission, vision, values and toward the strategies, structures and systems required to move the organization forward.

FEVER THERMOMETER

The Fever Thermometer is an open-ended, individual, confidential interview that identifies core work culture issues and ranks them in order of importance and impact. Interview responses reveal the strengths as well as the development or support opportunities for the team. It's 360-degree feedback tailored to your organization's most important priorities. The findings often reveal the relationship quality between the organization's mission, vision and values to its strategies, structures and systems. It also reveals the strengths and vulnerabilities of its human capital as well as the knowledge, skills, competencies and levels of motivation.

KEYS INSTRUMENT

The Center for Creative Leadership's KEYS instrument measures the ten factors essential to creativity, productivity and innovation that are within every organization's ability to control: freedom, challenging work, sufficient resources, supervisory encouragement, work group supports, organizational encouragement, organizational impediments, workload pressure, creativity and productivity. The data from this survey becomes the basis for a series of change initiatives leading to higher productivity, innovation and creativity.

LEADERSHIP ASSESSMENT

This assessment provides a profile of a candidate's attitudinal self-awareness. The survey is comprised of questions that can be applied to real-world scenarios, measuring how one encounters and reacts to stress. The results provide areas of discussion and coaching towards heightened self-awareness, enhanced leadership skills, situational attitudinal and recovery skills, enhanced perseverance and accountability for oneself and the organization. Results are reviewed and follow-up exercises are administered with a certified ICF coach. These one-on-one sessions offer a comprehensive approach for the candidate to adopt a new leadership skillset that will offer better professional and personal methodologies in leading oneself and others.